



On-the-Job Training National Emergency Grants

Thursday, April 29th, 1:00 - 2:30 pm ET



U.S. Department of Labor
Employment and Training
Administration



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Attendee List (1)

My Status: Active

Gary Gonzalez

Chat (Q & A)

Gary Gonzalez: Thanks for joining today's session! We'll be starting at the top of the hour.

Question:

Workforce_One!.ppt



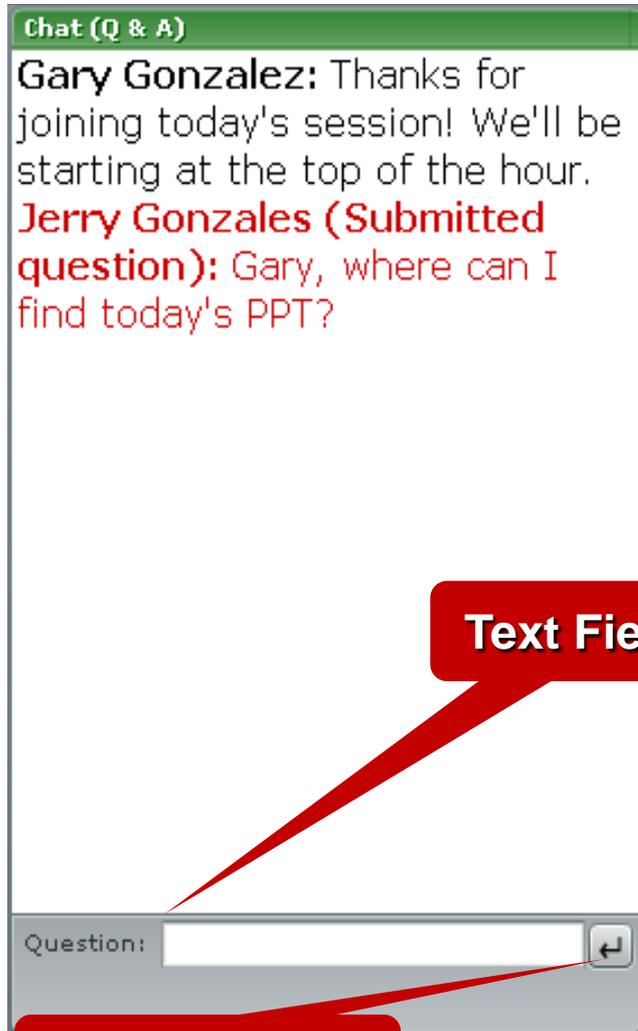
The new Workforce³ One.

Welcome to Workforce3 One!

Full Screen



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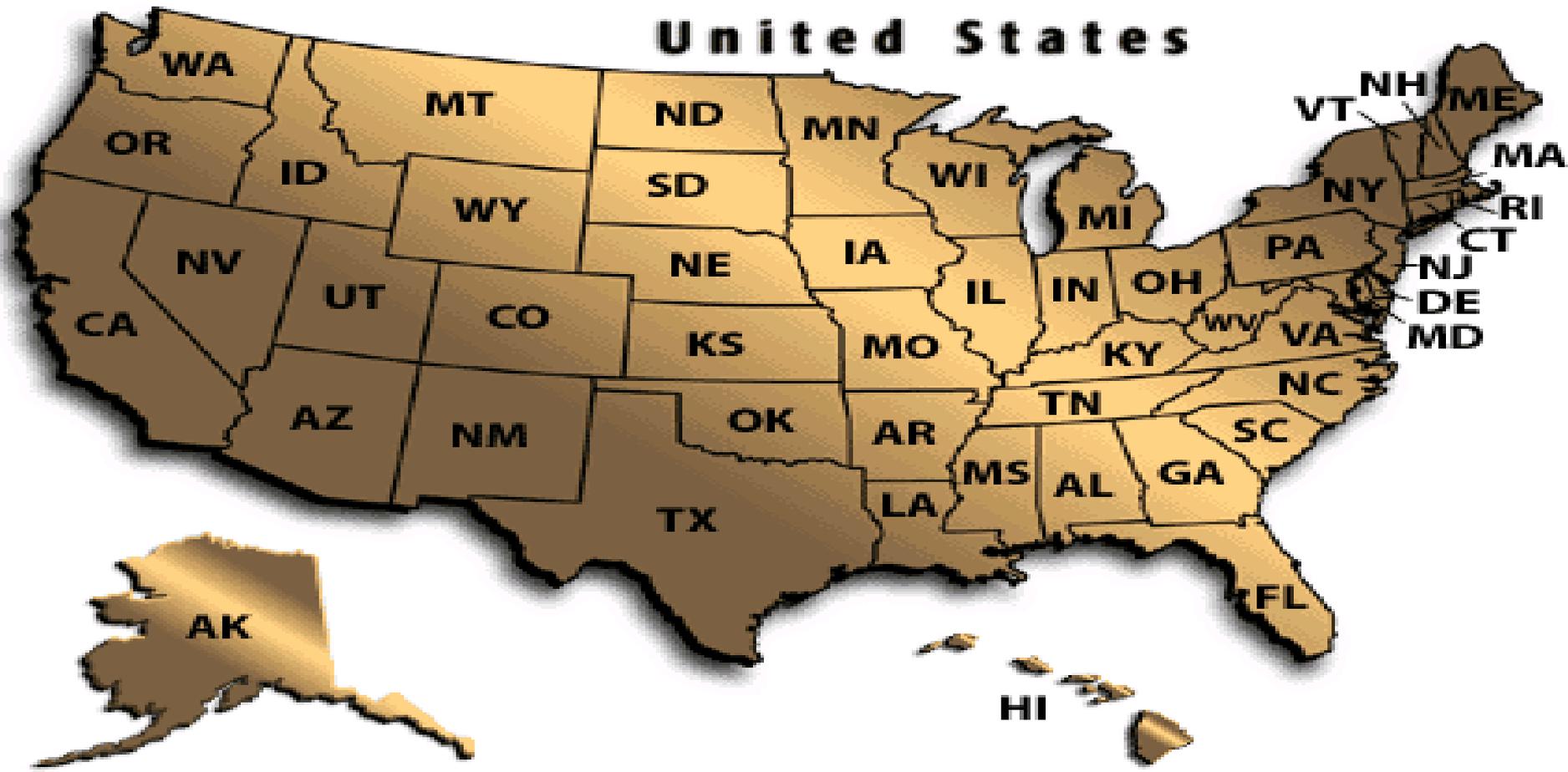


- To submit a question or comment, type the question in the **text field** and click the **arrow button**.
- Please enter the name to whom the question is directed.
- Your name, the text "**Submitted Question**," and your question will appear in **red** on your screen, indicating successful submission.
- Questions are directly transmitted to presenters—no other participants will see your questions.

Arrow Button

Text Field

In the **Chat Room**, please type the name of your organization, your location, and how many people are attending with you today.



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Gary Gonzalez



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Introductory Remarks

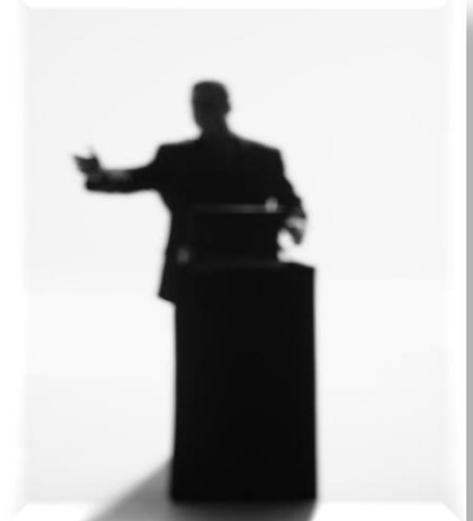
- **Jane Oates**, Assistant Secretary for Employment and Training, U.S. Department of Labor

Presenters

- **Grace Kilbane**, Administrator, Office of Workforce Investment, ETA
- **Erica Cantor**, Administrator, Office of National Response, ETA
- **Greg Hitchcock**, Program Manager, Division of Worker Dislocation and Special Response, Office of National Response, ETA

Moderator

- **Yolanda Logan**, Policy Team Manager, Division of Worker Dislocation and Special Response, Office of National Response, ETA



OJT NEG^s

- Purpose/Context
- OJT Defined
- Roles of Different Entities in OJT
- OJT NEG Highlights
- Application Process



Jane Oates
**Assistant Secretary for
Employment and Training**

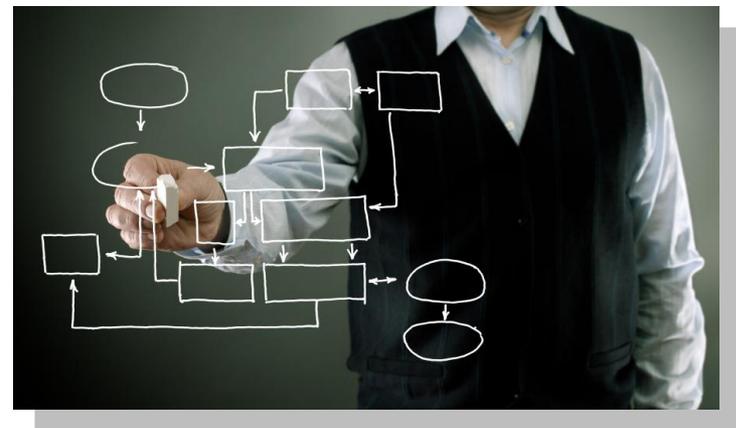
The background of the slide is a stylized American flag with red and white stripes and white stars on a blue field. The text is overlaid on this background.

On-the-Job Training National Emergency Grants (OJT NEGs)

**Training and Employment Notice 38-09, released
April 12, 2010**

Building Collaborative Partnerships to Serve Dislocated Workers

- Support the creation of OJT opportunities
- Serve areas severely impacted by the economic downturn and those with the highest levels of poverty
- Focus on dislocated workers with prolonged unemployment and the greatest barriers to reemployment
- Help employers accelerate the creation of new job opportunities



Grace Kilbane
Administrator, Office of
Workforce Investment, ETA

- The term "OJT" means training that is provided to a paid participant while engaged in productive work in a job that:
 - Provides knowledge or skills essential to the full and adequate performance of the job;
 - Provides reimbursement to the employer for up to 90% of the wage rate, depending upon employer size and/or participant skill level, for extraordinary costs of providing the training and additional supervision related to the training;
 - May not exceed 6 months and is limited in duration as appropriate to the occupation for which the participant is being trained.

OJT is NOT subsidized or transitional employment because:

- OJT, by definition, emphasizes *training*
- OJT reimburses employers for extraordinary costs of *training*
- Skills gained during the OJT are documented
 - Where possible, industry recognized credentials should be the end product
- Participants must be given a “high priority” for future employment at the end of the training
- Data on placement and retention are tracked to determine employers who hire OJT participants on a permanent basis at the end of the OJT contract
- Employers are held to a number of contractual commitments

■ Role of Employers

- Employers enter into a contract to provide a job and the training necessary to perform the job
- Employers provide information regarding the OJT placement and disposition
- Employers must provide a safe and constructive work environment
- Employers must give successful OJT participants **“high priority”** for future employment at the end of OJT contract

The resources, networks and knowledge that CBOs offer should be utilized during both the planning and execution phases of the project as value enhancing partnerships

Planning/Application Phase:

- Key local knowledge to enhance the demonstrated need section of applications
- Intermediaries offering critical local networks and contacts
- Assistance identifying potential participants

Execution Phase:

- Off-site training/ counseling and mentoring to participants, enhancing their employability
- Wraparound service provision
- Intermediaries to generate partnerships and complementary resources
- Subcontractors

- State-run program
- State allocates to targeted local areas
- Locally-designed/developed program funded through the state
- State engages intermediary(ies) to operate program in conjunction with designated local workforce areas.

- Must meet the definition of a dislocated worker
- Any dislocated worker who has been laid off since January 1, 2008 and is still unemployed may be eligible to participate in an OJT opportunity under these NEGs



- Goal is expansion of OJT activities for harder-to-serve populations with the greatest barriers to reemployment
 - TEN 38-09 focuses OJT on:
 - Individuals experiencing prolonged unemployment
 - Other individuals facing substantial barriers to reemployment
- OJT NEG wages
 - Must be above the Federal minimum wage
 - Reimbursement of participant wages will be capped at the state's average wage rate
 - Total wage participant receives may exceed state's average wage rate
 - Reimbursement of wages may be provided for up to 6 months, the maximum duration allowed under these grants

Sliding scale for OJT employer reimbursement for OJT NEGs:

- Based on business size
 - 1-50 employees - up to 90 percent reimbursement
 - 51-250 employees - up to 75 percent reimbursement
 - 251 and more employees - standard 50 percent reimbursement

- Based on skill gap
 - Scale established by state policy
 - Policy must incorporate use of recognized skill assessment tools
 - Determined by gap between participant's initial skill level and skill level needed to perform job

Erica Cantor
Administrator,
Office of National Response, ETA

OJT NEGs will fund projects that support:

- The creation of new work-based training opportunities
- Use of OJT as a tool for placement of dislocated workers into such positions
- Development and implementation of OJT agreements
- Support services, as appropriate, for employers and participants
- OJT follow-up, including placement services as necessary
- Establishing OJT opportunities in private and not-for-profit organizations

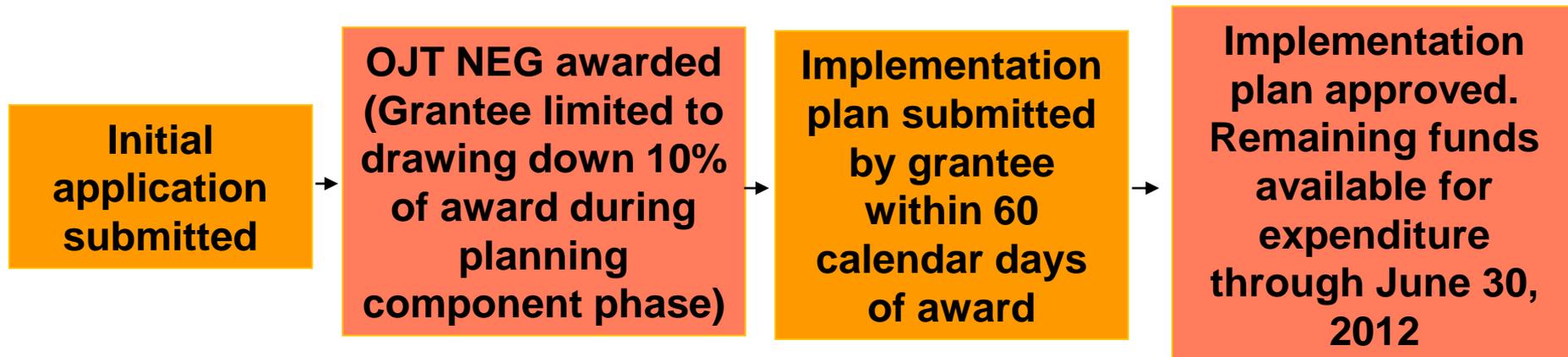
- Up to \$90 million available
- Eligible Applicants: States and Federally Recognized Tribes
- The local workforce system is a required partner in the OJT NEG project
- No formula funds usage requirement
- May reimburse up to 90% of the cost of OJT depending on employer size and participant skill needs

- OJT NEGs will be exempt from the credential measure
 - ARRA NEG reporting and WIASRD submissions are still required
- The application must include documentation from a named employer(s) demonstrating a commitment to the OJT program
- Deadline for submission: May 24, 2010
- States should request funding at a level proportionate to demonstrated need and the ability to implement

Greg Hitchcock

**Program Manager, Division of
Worker Dislocation and Special
Response, Office of National
Response, ETA**

- The OJT application process consists of two components:
 - An Initial Application: enables a planning component
 - Implementation Plan: enables OJT implementation activities



Using the NEG e-System, the applicant will submit the following:

- Standard Form 424 Application Form which identifies the applicant and the area to be served
- Standard Form 424A Budget Information Form and Budget Narrative
- Project Synopsis which contains a brief summary of the services to be provided and the number of dislocated workers to be served
- A brief narrative
- A letter from at least one named employer

NEG e-System: <http://www.etareports.doleta.gov>

Applications submitted through the NEG e-System require a narrative statement addressing the following:

- How the state plans to select areas for participation in the creation and implementation of the OJT program
- A discussion of the capacity in the selected local areas or providers to administer an OJT program that meets the objectives of this initiative
- A discussion of how the applicant determined the amount of NEG funds needed for OJT

- Description of how the state plans to select regions, local areas, or a subset for participation
 - How the selected areas of the state have been disproportionately impacted by the current economic downturn
 - A description of the areas in the state with the highest levels of poverty and the lowest employment to population ratio
 - State, regional, and or county Labor Market Information (LMI) data identifying industries and/or occupations with projected growth
 - Job losses in highly-impacted industries in areas to be served

- A discussion of the capacity in place in the selected areas
 - A description of OJT programs currently in place
 - Previous successes or strategies in operating/ implementing training programs such as OJT, or programs to reemploy those on prolonged unemployment or who have barriers to employment
 - Planned collaboration partners, including the role(s) for CBOs
 - Potential employer interest in participating

- A discussion of how the amount of the NEG request was determined
 - The estimated wages to be paid
 - The estimated number of OJT opportunities that will be created
 - Estimated cost of supportive services

- Upon receipt of an award, an implementation plan must be developed and submitted within 60 calendar days. Requirements may include:
 - Creation of OJT opportunities
 - Creating partnerships
 - Recruitment of employers
 - Identifying areas to be served that are disproportionately impacted by the economic downturn
 - Serving populations with the greatest barriers to reemployment
 - Role of CBOs



- Training and Employment Notice 38-09:
http://wdr.doleta.gov/directives/corr_doc.cfm?docn=2882
- Reporting
<http://www.doleta.gov/performance/reporting/>
- Requesting NEG e-System Access or Submitting Follow-up Questions
NEGEsystem@dol.gov



- **Industries:** Competency Model Clearinghouse
www.CareerOneStop.org/CompetencyModel
 - Includes competency models for bioscience, construction, automation, and more
- **Occupations:** O*NET OnLine
<http://online.onetcenter.org>
 - Occupational Competency Profiles contain: tasks, knowledge, skills, abilities, detailed work activities
- **Certification Finder**
http://www.careerinfonet.org/certifications_new/default.aspx
 - Includes certifications for hundreds of occupations



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For more information about the Workforce Investment System:

- Visit www.careeronestop.org
- Call 1-877-US2-JOBS

THANKS!

www.workforce3one.org